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APPROVAL OF UNDP ASSISTANCE TO A PROJECT OF THE GOVERNMENTS OF AFRICA, MEMBERS OF THE UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA

Manpower Development for the Basic Industries
(RAF/78/036)

Report of the Administrator*

Date of present approval :	May 1979
Starting date of project activities:	June 1979
Planned completion date :	December 1981
To be executed by :	United Nations Economic Commission for Africa (ECA) in association with the United Nations Industrial Development Organization (UNIDO), the International Labour Organisation (ILO), the Food and Agriculture Organization of the United Nations (FAO), the World Health Organization (WHO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO)
Government implementing agency :	Not applicable
Estimated cost of assistance planned under present approval :	$480 000
Source of UNDP financing :	Indicative Planning Figure (IPF)

I. Background

1. Africa's present share in world industrial output amounts to only 0.6 per cent. Industrial expansion necessarily presupposes the development of technically skilled manpower in Africa. This project has been prepared in pursuance of a resolution adopted by the ECA Conference of Ministers, held in Kinshasa in 1977, which

* In accordance with General Assembly resolution 2688 (XXV) and subsequent authorizations of the UNDP Governing Council, reports are issued seriatim on the approval of UNDP assistance of $250,000 or more (including, if any, assistance financed by Government or by third-party cost sharing).

called on the Executive Secretary of ECA to undertake an inventory of training facilities and manpower requirements in different economic sectors, to study techniques and processes of job analysis and skilled manpower development, and further called for a "Training and Fellowships Programme for Africa".

2. Subsequently, in November 1977, the Fourth Conference of African Ministers of Industry, held in Kaduna (Nigeria), identified five basic branches of industry particularly important to African development and called on ECA to prepare a profile of the manpower requirements for each industrial branch and to work out the ways and means of meeting those requirements at the subregional and national levels. The five industrial branches thus identified were : (i) chemical; (ii) engineering; (iii) basic metal industries; (iv) food, agro- and forest - based industries; and (v) building materials and construction.

II. Objectives and activities

3. The purpose of the project is to encourage African States to develop their capability of foward planning and training programming in respect of their industrial manpower requirements. To this end the project will : (a) undertake a manpower inventory and assessment of requirements for the basic industries, prepare manpower profiles on each basic industry, and determine broad policy guidelines for industrial manpower development, including training programming and institutional arrangements for ensuring the adequacy of manpower for the basic industries; (b) organize regional and subregional workshops on manpower development for specific basic industries with the aim of encouraging advance action in training nationals to run planned industries and alleviate the current heavy dependence on expatriate industrial skilled manpower; (c) organize training seminars and workshops for planners and policy-makers aimed at developing capabilities for industrial project preparation, promotion and implementation, especially in respect of project design, evaluation, planning and programming; and (d) assist in training technical and managerial personnel, including skilled operatives and technicians, for specific branches of the different basic industries being promoted, by organizing in-plant training, study tours, workshops and seminars aimed at advancing technical know-how, updating knowledge and eliminating technical constraints in production processes.

III. Inputs

4. UNDP will provide 39 man-months of the services of consultants, mainly for the preparation of industrial manpower profiles, and substantial financial support for the subsequent training courses, study tours, seminars and in-plant training activities.

IV. Financial data

5. The expenditure components of the planned assistance are as follows :

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Personnel	180 000
Training	288 000
Miscellaneous	12 000
	480 000